



## COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY

### WHAT WE DO

Pluto Group is a restaurant group founded in 2011. Today we run 8 restaurants around Copenhagen, with more than 250 employees. We provide venues and opportunities for our guests to fully enjoy their right to rest, leisure and holidays while enjoying their time eating well-prepared food.

Our venues form an integral part of cultural life and development in Denmark. We will continue to develop innovative solutions for our guests to enjoy their right to adequate food, to leisure and to take part in cultural life.

Through our engagement in REGA (Restaurateurs Guarantee Association), we will seek to enhance our own and our industry's work on sustainability.

### HOW WE DELIVER

As basis, we comply with national regulations. We are also fully aware of our responsibilities to sustainable social, environmental, and economic development.

We will continuously identify, prevent, or mitigate the potential adverse impacts on internationally agreed principles for sustainable development; human rights, including labor rights, the environment and anti-corruption, that we may cause or contribute to. When actual impacts occur, we will provide for access to remedy.

We make our commitment to the principles referenced in UN Global Compact operational by applying the global standard from the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises (OECD); and we will account for our actions.

### KEY CONCERNS

Our industry faces some risks for adverse impacts, where we intend to display extra due diligence. Our guests shall never experience adverse impacts on their right to health or adequate food when being served in our restaurants; we do not compromise on the quality of the products that we serve. Discrimination and harassment may occur anywhere, also at our venues; we promote respectful interactions and safe environments. Creating such atmosphere and serving our guests, require us to constantly be on top of our employees' dignity and well-being. We need to diligently manage the impacts, that our neighbors will experience in particular in regard to noise from our venues and guests. We also depend on good relations with the authorities, but we will never engage in corrupt practices to enable such relationships.

### WHAT WE EXPECT FROM OTHERS

We expect our employees to act in compliance with this commitment. Employees shall act to prevent or mitigate and raise concerns with their management, if they identify potential or actual adverse impacts involving our services or our business relationships.

We will also seek to prevent or mitigate adverse impacts that may be directly linked to our operations or services by our business relationships. We will do this by raising the expectation that they commit to identifying, preventing and mitigation adverse impacts on human rights, the environment and anti-corruption that they might cause or contribute to, and we expect of our business relationships that they address such adverse impacts, should they arise. Should adverse impacts occur in our value chain, we will use or build our leverage to make the business in question cease the impacts and demonstrate respect for human rights, environmental and anti-corruption principles.

**EMBEDDING OUR COMMITMENT IN ALL WE DO**

Our commitment is publicly available, and we will continuously communicate it internally and externally. Every two years we will revisit the commitment and ensure that it is continuously embedded in all our policies and processes.

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Jesper Madrazza-Marcussen  
CEO